



U.S. Department of Labor

Strategic Area 3: POSTSECONDARY EDUCATION AND WORKFORCE DEVELOPMENT/TRAINING

Objective 3.1.a: Data, Funding and Programs – For this section, the Agency should identify grant opportunities, programs, and any activities, initiatives, or resources that support either job training or educational activities leading to degrees and certificates, including provision of grants and scholarships. Include efforts or partnerships with institutions of higher education, including Hispanic-Serving Institutions that support or strengthen postsecondary education and workforce training completion. In addition, report on how the Agency considers and collects demographic data on the Latino population and diversity within it (e.g. ethnic and/or gender) to create relevant funding models and policies. Note: Do not include information collected through the annual MSI Data call led by the U.S. Department of Education’s HBCU Initiative.

Strategic Activity	Timeframe	Total Population Served	Hispanic Students Served	Funding	Point of Contact	Performance Outcomes (Goals/Objectives)
1. Workforce Investment Act (WIA) Adult Program – Provides employment and training services to adults with barriers to employment, low-skilled, and underemployed individuals. WIA helps employers find the skilled workers they need to compete and succeed in business. ⁱ	Program Year (PY) 2014 exiters (October 2013 – September 2014) ⁱⁱ	1,066,434	119,966 (11.2%) The total number of exiters who self – identified as Hispanic, divided by the total number of exiters.	\$774,593,000 (Total FY 2015 appropriation)	ETA Office of Workforce Investment, Division of WIOA Adult Services and Workforce System. (202) 693-3046	Entered Employment Rate: 79,897 Hispanic exiters (66.6%) entered employment. ⁱⁱⁱ Employment Retention Rate: 97,412 Hispanic exiters (81.2%) retained employment in the 2 nd and 3 rd quarters after exit. ^{iv}
2. Workforce Investment Act (WIA) Dislocated Worker Program – Provides employment and training services to workers who have lost their jobs, including those dislocated as a result of plant closings or mass layoffs, and who are	Program Year (PY) 2014 exiters (October 2013 – September 2014)	593,360	78,538 (13.1%) The total number of exiters who self-identified as Hispanic divided by the total number of	\$1,015,530,000 (Total FY2015 appropriation for formula grants)	ETA Office of Workforce Investment, Division of WIOA Adult Services and Workforce System. (202) 693-3046	49,636 Hispanic exiters (63.2%) entered employment. ^{vi} 66,286 Hispanic exiters (84.4%) retained employment in the 2 nd and 3 rd quarters after exit. ^{vii} Average Wage: Hispanic exiters earned an average of \$15,016 in the 2 nd and 3 rd quarters after exit.



unlikely to return to employment in their previous industries; formerly self-employed individuals; and displaced homemakers who have been dependent on the income of another family member but are no longer supported by that income. ^v			exiters.			
3. Trade Adjustment Assistance (TAA) Program – A federal entitlement program that assists U.S. workers who have lost or may lose their jobs as a result of foreign trade. ^{viii}	Program Year (PY) 2014 July 1, 2014 – June 30, 2015	50,433	5,672 (11.2%)	\$658,726,200 (Total FY15 appropriation)	ETA Office of Trade Adjustment Assistance, (202) 693-3560 or 1-888-DOL-OTAA	In Program Year (PY) 2014, 73.7% of Hispanic participants entered employment. In Program Year (PY) 2014, 90.9% of Hispanic Participants retained employment for more than 180 days.
4. Trade Adjustment Assistance Community College and Career Training (TAACCCT) – Funds Grants to Hispanic Serving Institutions (HIS) – Capacity building grants for community colleges and eligible institutions of higher education to expand and improve delivery of education and career training programs. ^{ix}	Grant period of performance to date (October 1 2011- September 30, 2015)	287,140	31,059	\$1.9 billion was awarded in four annual rounds (FY 2011-2014). In FY 2015, no funding was awarded but grantees from all four rounds were active and reporting results.	ETA Office of Workforce Investment, Division of Strategic Investments, (202) 693-3949, or TAACCCT@dol.gov	Cumulative of multiple years: ^x Total grant funded programs launched to date: 2,275 Total credentials earned to date: 155,531
5. National Farmworker Jobs Program (NFJP) Grants – A nationally-funded locally administered program of employment and training services and housing	Program Year (PY) 2014 (July 1, 2014 – June 30, 2015)	Total Employment and Training participants: 11,837	Employment and Training participants who identified as Hispanic: 9,133	\$81,896,000 (FY 2015 NFJP) \$75,885,000 (Employment and Training	ETA Office of Workforce Investment, Division of National Programs, Tools, and Technical Assistance, (202) 693-3045	Entered Employment Rate: Target: 86.7% Actual: 88.5% Employment Retention Rate: Target: 83.20% Actual: 86.4%



assistance for migrant and seasonal farmworkers (MSFWs). The program seeks to counter the chronic unemployment and underemployment experienced by MSFWs who depend primarily on jobs in agricultural labor performed within the United States and Puerto Rico. ^{xi}				grants)		Average Wage: Target: \$10,686 Actual: \$11,502
6. YouthBuild – A community-based alternative education program that provides job training and educational opportunities for at-risk youth ages 16-24. Youth learn construction skills while constructing or rehabilitating affordable housing for low-income or homeless families in their own neighborhoods. Youth split their time between the construction site and the classroom, where they earn their GED or high school diploma, learn to be community leaders, and prepare for college and other postsecondary training opportunities. ^{xii}	Program Year (PY) 2014 (July 1, 2014-June 30, 2015)	7,560	1,084	\$79,689,000 (FY 2015 appropriation)	ETA Office of Workforce Investment, Division of Youth Services, (202) 693-3030	Placement in Education or Employment: 52.41% ^{xiii} Attainment of a Degree or Certificate: 68.32% Literacy and Numeracy Attainment: 60.54%
7. Job Corps – The nation's largest residential education and training	Program Year (PY) 2014 (July	52,414	8,635 (16.47%)	\$1,683,935,000 (FY 2015 appropriation)	ETA Office of Job Corps, (202) 693-3000, or national_office@jobcorps.gov	3,832 enrolled students, or 44.4%, in Program Year (PY) 2014 separated as graduates.



program for low-income youth ages 16 through 24. ^{xiv}	1, 2014 – June 30, 2015)					Of those graduates, 2,245, or 58.9%, were placed into employment, enlisted into the military, or enrolled into educational programs.
8. Workforce Investment Act (WIA) Youth Program – Targets low-income youth (ages 14-21) with barriers to employment, including youth who are deficient in basic skills or are homeless, are runaways, are pregnant or parenting, or are ex-offenders, school dropouts, or foster children, and provides them with services that prepare them for employment and post-secondary education. ^{xv}	Program Year (PY) 2014 exiters (October 2013 – September 30, 2014)	100,628	30,141 (30.0%) Total number of exiters who self-identified as Hispanic, divided by the total number of exiters.	\$829,547,000 (FY2015 appropriation)	ETA Office of Workforce Investment, Division of Youth Services, (202) 693-3030	19,229 Hispanic exiters (63.8%) were placed in employment or education. 18,446 Hispanic exiters (61.2%) attained a degree or certificate.

Objective 3.1.c: Workforce Diversity – In this section, the Agency should include any activities, investments, outreach and/or recruiting programs intended to diversify the Agency’s workforce, including activities, investments, outreach and/or recruiting programs designed to create awareness of professional opportunities and increase the recruitment and hiring of Hispanics.

Strategic Activity	Timeframe	Total Population Served	Hispanic students Served	Funding	Point of Contact	Performance Outcomes (Goals/Objectives)
1. DOL’s Office of Diversity and Inclusion maintains formal partnerships with National Image Inc. and the National Society of Hispanic MBA’s. In FY2015 DOL	2015	College students, Recent college graduates, current	N/A	N/A	Paul M. Plasencia, Director, Office of Diversity and Inclusion and Veterans Employment Program Manager U.S. Department of Labor	Since establishment of these partnerships DOL has seen an increase in the applicant pools as well as the onboard representation of Hispanics at DOL.



WHITE HOUSE INITIATIVE
ON EDUCATIONAL EXCELLENCE FOR HISPANICS

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	signed a formal partnership with the National Organization for Mexican American Rights, Inc (NOMAR). These partnerships institutionalize the sharing of job announcements, to include positions for SES, from DOL's component agencies with the objective of increasing the applicant pool of Hispanics applying to DOL positions.		federal employees, and general adult workers.			Office of the Assistant Secretary for Administration & Management (OASAM) Office of Diversity and Inclusion (ODI) 202-693-5840	
2.	DOL's Office of Diversity and Inclusion regularly participates in panels, hosts pre-conference forums, provides federal employment workshops, participates in hiring fairs, and participates in training and development efforts with partner Hispanic serving organizations.	Ongoing	College students, Recent college graduates, current federal employees, and general adult workers.	N/A	N/A	Paul M. Plasencia, Director, Office of Diversity and Inclusion and Veterans Employment Program Manager U.S. Department of Labor Office of the Assistant Secretary for Administration & Management (OASAM) Office of Diversity and Inclusion (ODI) 202-693-5840	In FY 2015, DOL hosted the League of United Latin American Citizens (LULAC) 86 th Annual Federal Training Institute. The Federal Training Institute (FTI) is an intensive and structured career development program for government and public sector employees. In partnership with the OPM and other Federal agencies, the Federal Training Institute offers workshops and plenary sessions that enable government employees and other employees to enhance their leadership skills and develop the Executive Core Qualifications required for entry to the Senior Executive Service. More information.
3.	DOL's Office of Diversity and Inclusion (ODI) oversees the Department's Affinity Groups two in which are Hispanic. DOL's Hispanic Affinity Groups assist the DOL in furthering its Diversity and Inclusion mission, by offering training	Ongoing	Current federal employees, and general adult workers	N/A	N/A	Paul M. Plasencia, Director, Office of Diversity and Inclusion and Veterans Employment Program Manager U.S. Department of Labor Office of the Assistant Secretary for Administration &	In FY 2015 DOL formally recognized the Association of Latin Americans Serving DOL (ALAS DOL). The mission of ALAS DOL is to develop and facilitate professional and leadership development opportunities; foster an environment to unite a cadre of past, current, and future public service leaders; promote community service; and support initiatives and policies that expand



and networking opportunities to DOL employees. Assisting ODI in sharing DOL job announcements with its members and the public.					Management (OASAM) Office of Diversity and Inclusion (ODI) 202-693-5840	the recruitment, retention and advancement of Hispanic/Latinos at the U.S. Department of Labor.
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ⁱ Data Source: Program Year (PY) 2014, 4th Quarter Workforce Investment Act Standard Record (WIASRD) file on 2/29/16.

ⁱⁱ PY 2014 data is most recent data for which a complete program year is available.

ⁱⁱⁱ Based on exiters from October 2013 to September 2014.

^{iv} Based on exiters from April 2013 to March 2014.

^v Data Source: PY 2014 4th quarter Workforce Investment Act Standard Record (WIASRD) file on 2/29/16

^{vi} Based on exiters from October 2013 to September 2014.

^{vii} Based on exiters from April 2013 to March 2014.

^{viii} Data Source: Trade Activity Participant Report (TAPR) for data reported as of 2/29/16.

^{ix} Data Source: US Department of Labor, Employment and Training Administration cumulative performance data for TAACCT grants as of 8/30/15 using the 2/29/16 dataset.

^x Performance outcomes in this column are for all participants, including Hispanics.

^{xi} Data Source: Quarterly Workforce System Results on 3/11/16.

^{xii} Data Source: YouthBuild Management Information System on 2/29/16.

^{xiii} Performance outcomes in this column are based on Program- to- date (October 1, 2007 – January 29, 2016).

^{xiv} Data Source: Job Corps Data Center WI#52643 on 2/29/16.

^{xv} Data Source: Program Year 2014 4th quarter Workforce Investment Act Standard Record (WIASRD) file on 2/29/16.